

# Georgia Hospital Signage Requirements\*



Category of Signage Requirement	Title or Content Summary	Source of Signage Requirement	Entity(ies) Responsible for Enforcement	Type of Facility Affected	Content Requirements	Where to Post	Format Requirements	Additional Information	Sample (If Available)
Health Care Related Signs	Ambulance Replenishing	42 C.F.R. § 1001.952(v)(3)(i)(B)(1)	The Office of Inspector General (OIG) of the U.S. Department of Health and Human Services (HHS)	Facilities that wish to comply with the ambulance replenishing exception definition of "remuneration". 42 C.F.R. § 1001.952(v)(3)(i)(B)(1).	The written disclosure should include the category of ambulance service providers that qualifies for replenishment; the drugs or medical supplies included in the replenishment program; and the procedures for documenting the replenishment. A sample disclosure form is included in appendix A to subpart C of this part for illustrative purposes only. No written contracts between the parties are required for purposes of paragraph (v)(3)(B)(1)(i) of 42 C.F.R. § 1001.952(v)(3)(i)(B)(1).	The notice must be posted conspicuously in the receiving hospital's emergency room or other location where the ambulance providers deliver patients. 42 C.F.R. § 1001.952(v)(3)(i)(B)(1)(i).	The written disclosure can take any reasonable form. 42 C.F.R. § 1001.952(v)(3)(i)(B)(1)(i).	N/A	A sample disclosure form is included in Appendix A to subpart C of 42 C.F.R. § 1001.952.
	Blood Borne Pathogen Warning	29 C.F.R. §§ 1910.1030(e)(2)(ii)(D); (g)(1)(i)	Federal Occupational Safety and Health Administration (OSHA)	Research laboratories and production facilities engaged in the culture, production, concentration, experimentation, and manipulation of HIV and HBV. This requirement does not apply to clinical or diagnostic laboratories engaged solely in the analysis of blood, tissues, or organs. 29 C.F.R. § 1910.1030(e)(1).	<b>The posting must contain the following items:</b> - the universal biohazard symbol; - the name of the infectious agent; - special requirements for entering the area; and - the name and telephone number of the laboratory director or other responsible person. 29 C.F.R. § 1910.1030(g)(1)(ii)(A).	- The hazard warning sign must be posted on all access doors. 29 C.F.R. § 1910.1030(e)(2)(ii)(D) - The hazard warning sign must be posted at the entrance to work areas where: - potentially infectious materials or infected animals are present in the work area or containment module; or - HIV and HBV Research Laboratory. 29 C.F.R. § 1910.1030(g)(1)(ii)(A).	<b>Color:</b> The sign must be fluorescent orange-red (or predominantly so) with lettering and symbols in a contrasting color. 45 C.F.R. 1910.1030(g)(1)(ii)(B).	N/A	N/A
	Financial Assistance Policy (FAP) Notifications	26 C.F.R. § 1.501(r)-4	Internal Revenue Service (IRS)	All 501(c)(3) hospitals. 26 C.F.R. § 1.501(r)-4(a).	<b>FAP notifications must include:</b> - The eligibility criteria for financial assistance and whether such assistance includes free or discounted care. - The basis for calculating amounts charged to patients. 26 C.F.R. § 1.501(r)-4(b)(1)(iii). - The method for applying for financial assistance. 26 C.F.R. § 1.501(r)-4(b)(1)(iii). - If applicable, the actions that may be taken in the event of nonpayment. 26 C.F.R. § 1.501(r)-4(b)(1)(iii). - If applicable, any information obtained from sources other than an individual seeking financial assistance that the hospital facility uses, and whether and under what circumstances it uses prior FAP-eligibility determinations, to presumptively determine that the individual is FAP-eligible, as described in 26 C.F.R. § 1.501(r)-4(c)(2). 26 C.F.R. § 1.501(r)-4(b)(1)(iii). - A list of any providers, other than the hospital facility itself, delivering emergency or other medically necessary care in the hospital facility that specifies which providers are covered by the hospital facility's FAP and which are not. 26 C.F.R. § 1.501(r)-4(b)(1)(iii).	- <b>Physical Posting:</b> A facility must set up a conspicuous public display (or other measures reasonably calculated to attract patients' attention) that notifies and informs patients about the FAP in public locations in the hospital facility, including, at a minimum, the emergency room (if any) and admissions areas. 26 C.F.R. § 1.501(r)-4(b)(5). - <b>Website Posting:</b> A facility must make the FAP, FAP application form, and plain language summary of the FAP on facility's website. 26 C.F.R. § 1.501(r)-4(b)(5).	- <b>Plain Language Requirement:</b> Must be written in plain language. - <b>Languages:</b> Facilities must accommodate all significant populations that have limited English proficiency (LEP) by translating its FAP, FAP application form, and plain language summary of the FAP into the primary language(s) spoken by such populations. 26 C.F.R. § 1.501(r)-4(b)(5).	- <b>Community Notifications:</b> Facility must notify and inform members of the community served by the hospital facility about the FAP in a manner reasonably calculated to reach those members who are most likely to require financial assistance from the hospital facility. - <b>Paper Notifications:</b> - Facility must offer a paper copy of the plain language summary of the FAP to patients as part of the intake or discharge process. - Facility must make paper copies of the FAP, FAP application form, and plain language summary of the FAP available upon request and without charge, both by mail and in public locations in the hospital facility, including, at a minimum, in the emergency room (if any) and admissions areas. - Facility must include a conspicuous written notice on billing statements that notifies and informs recipients about the availability of financial assistance under the facility's FAP and include the telephone number of the facility office or department that can provide information about the FAP and FAP application process and the direct website address where copies of the FAP, FAP application form, and plain language summary of the FAP may be obtained. 26 C.F.R. § 1.501(r)-4(b)(5).	N/A
	Hospital Permit	Ga Comp. R. & Regs. R. 111-8-40-03	Georgia Department of Community Health (DCH)	Each hospital in Georgia. Ga Comp. R. & Regs. R. 111-8-40-03(a).	The permit shall designate the classification of the hospital. Ga Comp. R. & Regs. R. 111-8-40-03(c).	The permit issued to the hospital shall be prominently displayed in a public area of the hospital at all times. Ga Comp. R. & Regs. R. 111-8-40-03(e)	DCH shall issue the permit to the hospital.	N/A	N/A
	Hospital Pharmacy Variance Notification	Ga Comp. R. & Regs. R. 480-13-05(9)	Georgia State Board of Pharmacy	Hospital pharmacies that receive a variance from minimum equipment requirements. Ga Comp. R. & Regs. R. 480-13-05(9).	The notice will be issued by the Georgia State Board of Pharmacy. Ga Comp. R. & Regs. R. 480-13-05(9).	The notice must be posted next to the Georgia Drugs and Narcotics Agency inspection report. Ga Comp. R. & Regs. R. 480-13-05(9)(b).	The notice will be issued by the Georgia State Board of Pharmacy. Ga Comp. R. & Regs. R. 480-13-05(9).	N/A	N/A
	It's the Law Emergency Medical Treatment and Labor Act (EMTALA) Signage	Federal: 42 C.F.R. § 489.20(q)(1) Georgia: O.C.G.A. § 31-7-3.1	Federal: Centers for Medicare & Medicaid Services (CMS) Georgia: DCH	- <b>Federal:</b> Any hospital with an emergency department that participates in Medicare. 42 C.F.R. § 489.24(b). - <b>Georgia:</b> Any hospital that operates an emergency room. O.C.G.A. § 31-7-3.1.	- <b>Federal:</b> The sign must specify the rights of individuals under Section 1867 of the Social Security Act with respect to examination and treatment for emergency medical conditions and women in labor. 42 C.F.R. § 489.20(q)(1). Specifically, the sign must state: <b>"IT'S THE LAW!</b> If you have a medical emergency or are in labor, even if you cannot pay or do not have medical insurance or you are not entitled to Medicare or Medicaid, you have the right to receive, within the capabilities of this hospital's staff and facilities: - An appropriate medical screening examination; - Necessary stabilizing treatment (including treatment for an unborn child); and - If necessary, an appropriate transfer to another facility. <b>This hospital (does/does not) participate in the Medicaid program.</b> - <b>Georgia:</b> The facility must notify the public of the rights of individuals under federal or state law with respect to examination and treatment for emergency medical conditions and women in active labor. O.C.G.A. § 31-7-3.1	- <b>Federal:</b> The facility must post the sign conspicuously in any emergency department or places likely to be noted by all individuals entering the emergency department, as well as those individuals waiting for examination and treatment in areas other than traditional emergency departments (e.g., entrance, admitting area, waiting room, treatment area). 42 C.F.R. § 489.20(q)(1). - <b>Georgia:</b> The facility must post the sign conspicuously in emergency department. O.C.G.A. § 31-7-3.1	- <b>Style:</b> Must be in a form specified by the Secretary of HHS and be clear and in simple terms. 42 C.F.R. § 489.20(q)(1). - <b>Required Languages:</b> The sign must be in language(s) understandable by the population serviced by the facility.	N/A	N/A
	Mammography Accreditation Certificate	42 U.S.C. § 263b(b)(1)	HHS	Facilities that conduct breast cancer screening or diagnosis through mammography activities, including hospital, outpatient department, clinic, radiology practice, mobile unit, and physician office. Except for a facility of the Department of Veterans Affairs. 42 U.S.C. § 263b(a)(3)(A).	<b>The certificate indicates that a facility is permitted to:</b> - operate radiological equipment that is used to image the breast; - provide for the interpretation of a mammogram produced by such equipment; and - provide for the processing of film produced by such equipment. 42 U.S.C. § 263b(b)(2).	Facilities must prominently display their mammography certificate. 42 U.S.C. § 263b(b)(1)(A)(iii).	The Secretary of HHS issues the certificate to the facility. 42 U.S.C. § 263b(c).	N/A	N/A

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Health Care Related Signs	Name of On-call Physician	Ga Comp. R. & Regs. R. 111-8-68-.07(3)(b)	DCH	Residential Mental Facilities for Children and Youth. Ga Comp. R. & Regs. R. 111-8-68-.02	The name and contact information of the physician who is on-call. Ga Comp. R. & Regs. R. 111-8-68-.07(3)(b).	The sign must be clearly posted in accessible places for all staff. Ga Comp. R. & Regs. R. 111-8-68-.07(3)(b).	N/A	N/A	N/A
	Nondiscrimination Notice	- 45 C.F.R. § 80.6(d) - 45 C.F.R. § 84.8 - 45 C.F.R. § 86.9 - 45 C.F.R. § 91.32(b)	The Office of Civil Rights (OCR) of HHS	Any facility receiving funding from HHS.	The nondiscrimination notice should include the following information: - A statement indicating that the facility does not discriminate on the basis of race, color, national origin, disability, sex, or age. - A statement that the facility provides appropriate auxiliary aids and services for individuals with disabilities and information in alternate formats, free of charge, and in a timely manner. - A statement that the facility provides language assistance services free of charge and in a timely manner. - Information about how to obtain the aids and services described above. - An identification of, and contact information for, the responsible employee designated pursuant to § 92.7(a), if applicable. - The availability of a grievance procedure and how to file a grievance. - Information about how to file a discrimination complaint with OCR.	<b>Physical Posting:</b> The notice must be posted in a conspicuous physical location where the entity interacts with the public. <b>Website Posting:</b> The notice must also be posted on a conspicuous location on the covered entity's website accessible from the home page of the covered entity's website.	The notice must be in a conspicuously visible font size.	N/A	<b>HHS Nondiscrimination Notice:</b> <a href="https://www.hhs.gov/g7-vii-rights/for-individuals/nondiscrimination/index.html">https://www.hhs.gov/g7-vii-rights/for-individuals/nondiscrimination/index.html</a>
	Notice if Physician is Not Present in Dedicated Emergency Department	42 C.F.R. § 489.20(w)(5)	CMS	Facilities that have a dedicated emergency department (as defined in 42 C.F.R. § 489.24(b)) in which a doctor of medicine or doctor of osteopathy is not present 24 hours per day, 7 days per week. 42 C.F.R. § 489.20(w)(5).	<b>The notice must:</b> - state that the hospital does not have a doctor of medicine or a doctor of osteopathy present in the hospital 24 hours per day, 7 days per week; and - indicate how the hospital will meet the medical needs of any patient with an emergency medical condition, as defined in 42 C.F.R. § 489.24(b), at a time when there is no doctor of medicine or doctor of osteopathy present in the hospital. 42 C.F.R. § 489.20(w)(5).	The notice must be conspicuously posted in a place or places likely to be noticed by all individuals entering the dedicated emergency department. 42 C.F.R. § 489.20(w)(5).	N/A	N/A	N/A
	Notice of Community Service Obligations (Hill-Burton Program)	42 C.F.R. § 124.604	Health Resources and Services Administration (HRSA)	- Any facility that received assistance pursuant to the Hill-Burton Program. 42 CFR § 124.602 - List of Obligated Facilities: <a href="https://www.hrsa.gov/get-health-care/affordable/hill-burton/facilities.html">https://www.hrsa.gov/get-health-care/affordable/hill-burton/facilities.html</a>	The notice must explain the facility's community service obligations and the Secretary of HHS shall supply the notice that must be posted.	The facility shall post notices in appropriate areas of the facility, including but not limited to the admissions area, the business office, and the emergency room. 42 C.F.R. § 124.604(a).	<b>Required Languages:</b> English, Spanish, and any language spoken by 10% of more of the population (by household) in the facility's service area according to the most recent Bureau of Census figures. The facility shall make reasonable efforts to communicate the contents of the notice to persons who it has reason to believe cannot read the notice. 42 C.F.R. § 124.604(b)-(c).	The facility shall make reasonable efforts to communicate the contents of the notice to persons who it has reason to believe cannot read the notice. 42 C.F.R. § 124.604(c).	<b>English Sign:</b> <a href="https://www.hrsa.gov/sites/default/files/hrsa/get-health-care/hill-burton/sign-english.pdf">https://www.hrsa.gov/sites/default/files/hrsa/get-health-care/hill-burton/sign-english.pdf</a> <b>Spanish Sign:</b> <a href="https://www.hrsa.gov/sites/default/files/hrsa/get-health-care/hill-burton/sign-spanish.pdf">https://www.hrsa.gov/sites/default/files/hrsa/get-health-care/hill-burton/sign-spanish.pdf</a>
	Notice of Independent Contractors	O.C.G.A. § 51-2-5.1	DCH	Hospitals that use independent contractors. O.C.G.A. § 51-2-5.1(b)(2).	"Some or all of the health care professionals performing services in this hospital are independent contractors and are not hospital agents or employees. Independent contractors are responsible for their own actions and the hospital shall not be liable for the acts or omissions of any such independent contractors." O.C.G.A. § 51-2-5.1(c)(3).	The notice must be posted conspicuously in the hospital lobby or a public area of the hospital. O.C.G.A. § 51-2-5.1(c)(1).	<b>Font Size:</b> The language must be printed at least 1 inch high. O.C.G.A. § 51-2-5.1(c)(2).	The hospital shall have the patient or the patient's personal representative sign a written acknowledgment that contains language substantially similar to the notice. O.C.G.A. § 51-2-5.1(d).	N/A
	Notice of Institutional License	Ga Comp. R. & Regs. R. 360-10-07	DCH and Georgia Composite Medical Board (GCMB)	All institutions holding an institutional license. Ga Comp. R. & Regs. R. 360-10-07(6).	The notice must state that institutionally licensed physicians practice in this facility. Ga Comp. R. & Regs. R. 360-10-07(6).	The notice shall be posted in a prominent place. Ga Comp. R. & Regs. R. 360-10-07(6).	N/A	Institutionally licensed physicians must also wear a name tag that contains the following information: - physician name; - degree; and - institutional license.	N/A
	Notice of Privacy Policies (NPP)	- <b>Federal:</b> 45 C.F.R. § 164.520(c)(2)(ii) (Health Insurance Portability and Accountability Act (HIPAA) Regulations) - <b>Georgia:</b> Ga Comp. R. & Regs. R. 82-3-1-.18	- <b>Federal:</b> OCR - <b>Georgia:</b> Georgia Department of Behavioral Health and Developmental Disabilities (DBHDD)	- <b>Federal:</b> Any health care provider with a direct treatment relationship with an individual. 45 C.F.R. § 164.520(c)(2). - <b>Georgia:</b> Adult Crisis Stabilization Units (CSUs) and any associated Crisis Service Center (CSC) and/or Temporary Observation (Temp Obs). Ga Comp. R. & Regs. R. 82-3-1-.18.	<b>NPP must contain:</b> - An effective date. - The header: "THIS NOTICE DESCRIBES HOW MEDICAL INFORMATION ABOUT YOU MAY BE USED AND DISCLOSED AND HOW YOU CAN GET ACCESS TO THIS INFORMATION. PLEASE REVIEW IT CAREFULLY." 45 C.F.R. § 164.500(i)(1)(i) - A description, including at least one example, of the types of uses and disclosures the hospital is permitted to make for each of the following purposes: treatment, payment, and health care operations. - A description of the other purposes the hospital is permitted or required to use or disclose protected health information without the individual's written authorization. - A description of the types of uses and disclosures that require an authorization under 45 C.F.R. § 164.508(a)(2)-(a)(4). - A statement that other uses and disclosures not described in the NPP will be made only with the individual's written authorization. - A statement that the individual may revoke an authorization. - A statement of the individual's rights with respect to PHI, as described in 45 C.F.R. § 164.520(b)(1)(iv) and a brief description of how the individual may exercise these rights. - A statement describing the hospital's legal duties and privacy practices, as described in 45 C.F.R. § 164.520(b)(1)(v). - A statement that individuals may complain to the hospital and the Secretary of HHS if they believe their privacy rights have been violated, a brief description of how the individual may file a complaint with the covered entity, and a statement that the individual will not be retaliated against for filing a complaint. 45 C.F.R. § 164.520(b)(1)(v). - Must contain the name, or title, and telephone number of a person or office to contact.  45 C.F.R. § 164.520(b)(1)(i)-(viii).	<b>Federal Law:</b> - <b>Physical Posting:</b> A covered entity must post the NPP in a clear and prominent location where it is reasonable to expect individuals seeking service from the covered entity to be able to read the notice. 45 C.F.R. § 164.520(c)(2)(iii). - <b>Website Posting:</b> A covered entity must prominently post and make available its NPP on any web site it maintains that provides information about its customer services or benefits. 45 C.F.R. § 164.520(c)(3). - <b>Georgia Law:</b> Facility must post in every admissions area and other prominent locations where it is reasonable to expect individuals to be able to read the notice. Ga Comp. R. & Regs. R. 82-3-1-.18(5).	<b>Plain Language Requirement:</b> The NPP must be written in plain language. 45 C.F.R. § 164.520(b)(1)(ii). <b>Standards for Descriptions:</b> The descriptions in the NPP must: - reflect the most stringent applicable law (e.g., state law) that may also apply; and - include sufficient detail to place the individual on notice of the uses and disclosures permitted or required by HIPAA and other law. 45 C.F.R. § 164.520(b)(1)(iii). <b>Language:</b> Covered entities must post both English and Spanish versions of the NPP. 45 C.F.R. § 164.520(b)(1)(iii).	<b>Generally:</b> Covered entities must provide the NPP no later than the date of the first service delivery, including service delivered electronically, or in an emergency treatment situation, as soon as reasonably practicable after the emergency treatment situation. 45 C.F.R. § 164.520(c). <b>Electronic NPP:</b> A covered entity may provide the NPP to an individual by e-mail, if the individual agrees to electronic notice and such agreement has not been withdrawn. 45 C.F.R. § 164.520(c).	<a href="https://www.hhs.gov/hipaa/for-professionals/privacy/index.html">https://www.hhs.gov/hipaa/for-professionals/privacy/index.html</a> <a href="https://www.hhs.gov/hipaa/for-professionals/privacy/notice-privacy-practices/index.html">https://www.hhs.gov/hipaa/for-professionals/privacy/notice-privacy-practices/index.html</a>

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Health Care Related Signs	Participation in Medicaid	42 C.F.R. § 489.20(a)(2)	CMS	Any hospital that participates in Medicaid (a hospital as defined in 42 C.F.R. § 489.24(b)). 42 C.F.R. § 489.20(a)	The facility must specify whether or not the facility participates in the Medicaid program. This is usually included in the facility's EMTALA sign	The facility must post the sign conspicuously in any emergency department or in a place or places likely to be noticed by all individuals entering the emergency department, as well as those individuals waiting for examination and treatment in areas other than traditional emergency departments (e.g., entrance, admitting area, waiting room, treatment area). 42 C.F.R. § 489.20(a)(1)	<b>Style:</b> The sign must be in a form specified by the Secretary of HHS. 42 C.F.R. § 489.20(a)(1)	N/A	<a href="https://www.team-iba.org/files/non-rated/sign/templ-english.aspx">https://www.team-iba.org/files/non-rated/sign/templ-english.aspx</a>
	Participation in Shared Savings Program Notice	42 C.F.R. § 425.312(a)(2)	CMS	Each accountable care organization (ACO) participant and its ACO providers/suppliers that are participating in the Shared Savings Program. 42 C.F.R. § 425.312(a)(2).	<b>The notification under 425.312(a)(1) must include information about the following:</b> - that the ACO's providers/suppliers are participating in the Shared Savings Program; - the beneficiary's option to decline claims data sharing under 42 C.F.R. § 425.708; and - the beneficiary's ability to, and the process by which, he or she may identify or change the person he or she chose for the purposes of voluntary alignment. 42 C.F.R. § 425.312(a)(1)(ii-iv)	The ACO must post signs in its facilities and in settings where beneficiaries receive primary care services and making standardized written notices available upon request. 42 C.F.R. § 425.312(a)(2)(i).	Facilities must use template language provided by CMS and must meet marketing material requirements. 42 C.F.R. § 425.312.	ACO participants must also provide the notice to each beneficiary prior to or at the first primary care visit of the performance year and upon request. 42 C.F.R. § 425.312(a)(2)(ii).	CMS has provided template poster language in the ACO Marketing Toolkit on the Shared Savings Program ACO Portal, accessible to ACO participants, available at: <a href="http://portal.cms.gov">http://portal.cms.gov</a> .
	Patient Rights and Responsibilities	O.C.G.A. § 43-34A-6(b) and Ga Comp. R. & Regs. R. 360-27-.02	GCMB	Facilities with physicians. Ga Comp. R. & Regs. R. 360-27-.02(1).	The declaration shall contain the following language with no alterations, deletions or additions: "The patient has the right to file a grievance with the Georgia Composite Medical Board, concerning the physician, staff, office and treatment received. The patient should send a written complaint to the board. The patient should be able to provide the physician or practice name, the address and the specific nature of the complaint. Complaints or grievances may be reported to the Board at the following address or telephone number: Georgia Composite Medical Board Attn. Complaints Unit No. 2 Peachtree Street, N.W. 36th Floor Atlanta, GA 30303 (404) 656-3913 <a href="http://www.medicalboard.georgia.gov">www.medicalboard.georgia.gov</a> " Ga Comp. R. & Regs. R. 360-27-.02(2) & EXHIBIT (320-67).	Facilities must prominently display the notice in a physician's waiting room in an area that is not obstructed and can be easily viewed by patients. Ga Comp. R. & Regs. R. 360-27-.02(3).	Dimensions: 8.5" x 11" Font: The font cannot be smaller than 24 pt. Times Roman. Color: The text must be printed in black on white background. Ga Comp. R. & Regs. R. 360-27-.02(3)	N/A	N/A
	Physician Assistant Utilization Notice	Ga Comp. R. & Regs. R. 360-5-11	GCMB	Any physician, clinic, or hospital using physician assistants. Ga Comp. R. & Regs. R. 360-5-11(4).	The notice must indicate to patients that the facility uses physician assistants. Ga Comp. R. & Regs. R. 360-5-11(5)	The notice must be placed in a prominent place. Physician's assistant must identify themselves as such and wear a name tag including "Physician Assistant" or "Anesthesiologist Assistant." Ga Comp. R. & Regs. R. 360-5-11(5)	N/A	N/A	N/A
	Poison Control Information	Ga Comp. R. & Regs. R. 480-10-12, Ga Comp. R. & Regs. R. 480-13-.04(10), and Ga Comp. R. & Regs. R. 480-33-.05	Georgia State Board of Pharmacy	All pharmacies. Ga Comp. R. & Regs. R. 480-10-12, Ga Comp. R. & Regs. R. 480-13-.04(10), and Ga Comp. R. & Regs. R. 480-33-.05.	- <b>Hospital Pharmacies:</b> Authoritative, current antidote information as well as the telephone number of the regional poison control information center shall be posted or readily available in areas outside the pharmacy where these drugs are stored or patients are being cared for. Ga Comp. R. & Regs. R. 480-13-.04(10). - <b>Outpatient Clinic Pharmacies:</b> The phone number for Poison Control must be conspicuously posted within the pharmacy and at other locations within the clinic facility. Ga Comp. R. & Regs. R. 480-33-.05(2)(b). - <b>Retail Pharmacies:</b> The telephone number of the poison control center must be conspicuously posted in the prescription department. Ga Comp. R. & Regs. R. 480-10-12(1)(b).	- Hospital Pharmacies: The information must be posted or readily available in areas outside the pharmacy where these drugs are stored or patients are being cared for. Ga Comp. R. & Regs. R. 480-13-.04(10). - Outpatient Clinic Pharmacies: The information must be conspicuously posted within the pharmacy and at other locations within the clinic facility. Ga Comp. R. & Regs. R. 480-33-.05(2)(b). - Retail Pharmacies: The information must be conspicuously posted in the prescription department. Ga Comp. R. & Regs. R. 480-10-12(1)(b).	N/A	N/A	N/A
	Radiation Area Warning	Ga Comp. R. & Regs. 111-8-90-.03(4)	DCH	- <b>Radiation Areas:</b> Facilities with radiation areas, except areas where diagnostic and therapeutic radiation machines are used solely in the healing arts. Ga Comp. R. & Regs. 111-8-90-.03(4)(b). - <b>High Radiation Areas:</b> Facilities with high radiation areas, except areas where diagnostic and therapeutic radiation machines are used solely in the healing arts. Ga Comp. R. & Regs. 111-8-90-.03(4)(c).	- <b>Radiation Areas:</b> Signs must bear the radiation symbol and the words: CAUTION - RADIATION AREA. Ga Comp. R. & Regs. 111-8-90-.03(4)(b). - <b>High Radiation Areas:</b> Signs must bear the radiation symbol and the words: CAUTION - HIGH RADIATION AREA. Ga Comp. R. & Regs. 111-8-90-.03(4)(c). - <b>Additional Content:</b> In addition to the contents of signs and labels prescribed above, a registrant may provide any additional information on or near such signs and labels to indicate the nature of the radiation source, type of radiation, limits of operation, and similar precautionary information that may be appropriate in aiding individuals to minimize exposure to radiation. Ga Comp. R. & Regs. 111-8-90-.03(4)(a)(2). - <b>Radiation Generator Warning Signs:</b> Each radiation generator, except radiographic and fluoroscopic radiation machines used solely in the healing arts, which is capable of producing, in any area accessible to individuals, a dose rate in excess of 100 millirem per hour, shall be provided with a warning signal or light at the generator. Such a signal or light shall be so connected as to be activated automatically when the exposure switch is "on" in order to provide adequate warning against entering the area. Ga Comp. R. & Regs. R. 111-8-90-.03(4)(d)	- <b>Radiation Areas:</b> Signs must be conspicuously posted in a radiation area. Ga Comp. R. & Regs. 111-8-90-.03(4)(b). - <b>High Radiation Areas:</b> Signs must be conspicuously posted in a high radiation area. Ga Comp. R. & Regs. 111-8-90-.03(4)(c).	<b>Style and Color:</b> The radiation symbol must be the conventional three-bladed warning sign commonly used in the radiological professions and shall use the conventional radiation caution colors (magenta or purple on yellow background). Ga Comp. R. & Regs. 111-8-90-.03(4)(a)(1).	N/A	N/A
	Radiation Machine Warning	Ga Comp. R. & Regs. R. 111-8-90-.04(6)	DCH	Facilities with diagnostic radiation machines. Ga Comp. R. & Regs. R. 111-8-90-.04(6).	"WARNING: This x-ray unit may be dangerous to patient and operator unless safe exposure factors and operating instructions are observed." Ga Comp. R. & Regs. R. 111-8-90-.04(6)(a).	The control panel containing the main power switch on the diagnostic radiation machine. Ga Comp. R. & Regs. R. 111-8-90-.04(6)(a).	<b>Style:</b> The label must be legible and accessible to view. Ga Comp. R. & Regs. R. 111-8-90-.04(6)(a).	N/A	N/A
	Radioactive Materials Warning	Ga Comp. R. & Regs. R. 391-3-17-.05	Georgia Department of Natural Resources (DNR)	Facilities that provide radiopharmaceutical therapy. Ga Comp. R. & Regs. R. 391-3-17-.05(50)(a).	- <b>Patient's Door:</b> A Radioactive Materials sign. Ga Comp. R. & Regs. R. 391-3-17-.05(50)(a)(2). - <b>Door or Chart:</b> A list of where and how long visitors may stay in the patient's or the human research subject's room. Ga Comp. R. & Regs. R. 391-3-17-.05(50)(a)(2).	- The warning must be visibly posted on patient's or the human research subject's room. Ga Comp. R. & Regs. R. 391-3-17-.05(50)(a)(2). - A note may also be made in patient's or human research subject's chart.	N/A	N/A	N/A
	Surprise Billing Disclosures	- Federal: 45 C.F.R. § 149.430 - Georgia: O.C.G.A. § 33-20E-7	- Federal: CMS - Georgia: Office of the Commissioner of Insurance (OCI)	- Federal: Facilities that provide health care services. 45 C.F.R. § 149.430(a). - Georgia: Georgia imposes additional notice requirements on providers who are asked by a patient to refer that patient to another provider for the immediate provision of additional nonemergency medical services. O.C.G.A. § 33-20E-7(c).	- <b>Federal:</b> The required disclosures must include, in clear and understandable language, all the information described in 45 C.F.R. § 149.430(b) (and may include any additional information that does not conflict with that information), including: - A statement that explains the requirements of and prohibitions applicable to the health care provider or health care facility under sections 2798B-1 and 2799B-2 of the Public Health Services (PHS) Act and their implementing regulations in 45 C.F.R. §§ 149.410 and 149.420. - If applicable, a statement that explains any state law requirements regarding the amounts such provider or facility may with respect to an item or service, charge a participant, beneficiary, or enrollee of a group health plan or group or individual health insurance coverage offered by a health insurance issuer with respect to which such provider or facility does not have a contractual relationship, after receiving payment, if any, from the plan or coverage, respectively, for such item or service and any applicable cost-sharing payment from such participant, beneficiary, or enrollee; and - A statement providing contact information for the appropriate state and federal agencies that an individual may contact if the individual believes the provider or facility has violated a requirement described in the notice. 45 C.F.R. § 149.430(b). - <b>Georgia:</b> The referring provider must provide the patient with a written acknowledgment indicating that the patient is aware that the referred provider may be a nonparticipating provider and may charge higher fees than a participating provider. O.C.G.A. § 33-20E-7(c)(2). The acknowledgment must include any other language required by OCI. O.C.G.A. § 33-20E-7(c)(3).	- <b>Federal:</b> - <b>Physical Posting:</b> The notice must be on a sign posted prominently at the facility's location. 45 C.F.R. § 149.430(c)(2). - <b>Website Posting:</b> The notice must also be posted on the facility's public website. 45 C.F.R. § 149.430(c)(1). - <b>Individual Notice:</b> The facility must also provide the notice in-person or via e-mail to a participant, beneficiary, or enrollee. 45 C.F.R. § 149.430(c)(3). - <b>Georgia:</b> The written acknowledgment must be on a document separate from other documents provided by the referring provider. O.C.G.A. § 33-20E-7(c)(3).	- <b>Federal:</b> - <b>Website Posting:</b> The required notice must appear on a searchable homepage of the facility's website. 45 C.F.R. § 149.430(c)(1). - <b>Individual Notice:</b> Notices that are provided directly to the individual must be one-page (double-sided), using print no smaller than 12-point font. 45 C.F.R. § 149.430(c)(3).	- <b>Federal:</b> CMS Provider Requirements and Resources: <a href="https://www.cms.gov/nosurprises/Policies-and-Resources/Provider-requirements-and-resources">https://www.cms.gov/nosurprises/Policies-and-Resources/Provider-requirements-and-resources</a>	- <b>Federal:</b> CMS Model Disclosure Notice: <a href="https://www.cms.gov/files/document/model-disclosure-notice-patient-protections-against-surprise-billing-providers-facilities-health.pdf">https://www.cms.gov/files/document/model-disclosure-notice-patient-protections-against-surprise-billing-providers-facilities-health.pdf</a>

# Georgia Hospital Signage Requirements\*



Category of Signage Requirement	Title or Content Summary	Source of Signage Requirement	Entity(ies) Responsible for Enforcement	Type of Facility Affected	Content Requirements	Where to Post	Format Requirements	Additional Information	Sample (If Available)
Building Information and Safety Signs	Certificate of Occupancy	O.C.G.A. § 25-2-13(b)(1)(E); O.C.G.A. § 25-2-14; and Ga Comp. R. & Regs. R. 120-3-3-.04	Georgia Fire Safety Commissioner	Buildings, structures, and facilities in Georgia. Ga Comp. R. & Regs. R. 120-3-3-.02(2).	The certificate must: - state the occupant load for the building or business; and - include the applicable fee or charge as set forth in O.C.G.A. § 25-2-4.1. Ga Comp. R. & Regs. R. 120-3-3-.04 (3)(a)(11)(103.5).	The certificate must be posted in a prominent location. Ga Comp. R. & Regs. R. 120-3-3-.04 (3)(a)(11)(103.5)	The State Fire Marshal, Local Fire Marshal, or State Inspector will issue the certificate. Ga Comp. R. & Regs. R. 120-3-3-.04 (3)(a)(11)(103.3.2).	N/A	The certificate will be issued by the state fire marshal, the proper local fire marshal, or state inspector.
	Certified Food Safety Manager (CFSM) Certificate	Ga Comp. R. & Regs. R. 511-6-1-.03(3)(b).	Georgia Department of Public Health (DPH)	All facilities with food service. Ga Comp. R. & Regs. R. 511-6-1-.03(3).	The original CFSM certificate will be issued by the applicable health authority. Ga Comp. R. & Regs. R. 511-6-1-.03(3)(c).	The notice must be posted in public view in each food service establishment. Ga Comp. R. & Regs. R. 511-6-1-.03(3)(c).	The original CFSM certificate will be issued by the applicable health authority. Ga Comp. R. & Regs. R. 511-6-1-.03(3)(c).	An additional copy of the CFSM certificate must be retained on file at the food service establishment at all times, and shall be made available for inspection by the Health Authority. Ga Comp. R. & Regs. R. 511-6-1-.03(3)(c).	N/A
	Weapon Signs	Optional	N/A	Any facility.	N/A	N/A	N/A	N/A	N/A
	Human Trafficking Hotline	O.C.G.A. § 16-5-47(b)	Georgia Bureau of Investigation (GBI)	Emergency rooms within general acute care hospitals and urgent care centers. O.C.G.A. § 16-5-47(b).	- The notice shall provide information giving individuals a method to contact the National Human Trafficking Hotline and the Statewide Georgia Hotline for Domestic Minor Trafficking. O.C.G.A. § 16-5-47(c). - GBI has posted a model notice containing language on its webpage.	- The notice must be in each public restroom. O.C.G.A. § 16-5-47(b). - The notice must also either be in a conspicuous place near the public entrance of the facility or in another conspicuous location in clear view of the public and employees where similar notices are customarily posted. O.C.G.A. § 16-5-47(b).	- Dimensions: At least 8.5" x 11" O.C.G.A. § 16-5-47(c). - Font Size: At least 16 pt. O.C.G.A. § 16-5-47(c). - Required Languages: English, Spanish, and any other language deemed appropriate by the director of the GBI. O.C.G.A. § 16-5-47(c).	N/A	<a href="https://gbi.georgia.gov/humantrafficking-notice">https://gbi.georgia.gov/humantrafficking-notice</a>
	No Smoking Signs	Ga Comp. R. & Regs. R. 511-3-7-.05	DPH	Indoor public areas to which the public is invited or in which the general public is permitted. Ga Comp. R. & Regs. R. 511-3-7-.02.	- The sign must contain either the words "No Smoking" or the international "No Smoking" symbol. Ga Comp. R. & Regs. R. 511-3-7-.05(3). - The sign must contain the applicable code section: "O.C.G.A. § 31-12A-1 et seq." Ga Comp. R. & Regs. R. 511-3-7-.05(2).	The sign must be conspicuously posted on all entrances or in a position clearly visible on entry into the facility. Ga Comp. R. & Regs. R. 511-3-7-.05(3).	- Style: Generally, the sign must be easily readable and not obscured in any way. Ga Comp. R. & Regs. R. 511-3-7-.05(1). - Font Size: The words "No Smoking" or "No Smoking Beyond this Point" must not be less than 1.5 inches in height. Ga Comp. R. & Regs. R. 511-3-7-.05(2).	There are certain exemptions to the general prohibition on smoking in certain areas that are set forth in O.C.G.A. § 31-12A-6. When an area is exempted from the prohibition, a facility may post a "Smoking Permitted, No One Under the Age of 18 Allowed" sign. Ga Comp. R. & Regs. R. 511-3-7-.05(5).	N/A
	Safe Place for Newborns	O.C.G.A. § 19-10A-8 and Ga. Rules and Regs. R. 290-1-9-.01	Georgia Department of Human Services (DHS)	Any medical facility, fire station, or police station. O.C.G.A. § 19-10A-8.	"SAFE HAVEN SITE. THIS IS A SAFE PLACE FOR NEWBORNS LOCATION. If you are in crisis and feel you need to leave your newborn in the care and custody of the state, please find a staff member to assist you. The Georgia Safe Place for Newborns Act allows a child's mother to leave her baby, up to 30 days old, with an employee of this facility. You may remain anonymous." Ga Comp. R. & Regs. R. 290-1-9-.01(2)	- A sign posted outside the facility must be placed in a visible location near the entrance of the facility, such as near a door, window, or walkway to the entrance. Ga Comp. R. & Regs. R. 290-1-9-.01(3). - A sign posted inside the facility must be placed in an area used by the public, such as a waiting room or restroom. Ga Comp. R. & Regs. R. 290-1-9-.01(3).	- Dimensions: At least 11" x 17". Ga Comp. R. & Regs. R. 290-1-9-.01(2). - Color: The sign must have a white background with black letters and must display the Safe Place for Newborns logo designed by the Department of Human Services. Ga Comp. R. & Regs. R. 290-1-9-.01(2).	A sign posted outside of a facility must be weather-resistant. Ga Comp. R. & Regs. R. 290-1-9-.01(3).	<a href="https://dhs.georgia.gov/safe-place-newborns-signs">https://dhs.georgia.gov/safe-place-newborns-signs</a>

# Georgia Hospital Signage Requirements\*



Category of Signage Requirement	Title or Content Summary	Source of Signage Requirement	Entity(ies) Responsible for Enforcement	Type of Facility Affected	Content Requirements	Where to Post	Format Requirements	Additional Information	Sample (If Available)
Employment and Labor Signs	Equal Employment Opportunity (EEO) Notice	29 U.S.C. § 627 and 29 C.F.R. § 1627.10	Federal Equal Employment Opportunity Commission (EEOC)	Every employer with twenty (20) or more employees. 29 U.S.C. § 630(b).	- The notice must describe the laws prohibiting job discrimination based on race, color, sex, national origin, religion, age, equal pay, disability or genetic information. 29 C.F.R. § 1627.10. - The EEOC has created the poster that employers must post.	- <b>Physical Posting:</b> These posters should be placed in a conspicuous location in the workplace where notices to applicants and employees are customarily posted. 29 C.F.R. § 1627.10. - <b>Website Posting:</b> The EEOC also encourages employers to post the electronic notice on their internal web sites in a conspicuous location. 29 C.F.R. § 1627.10.	The EEOC has published the poster that employers must post at <a href="https://www.eeoc.gov/poster">https://www.eeoc.gov/poster</a> .	A new EEO poster was published in 2022.	<a href="https://www.eeoc.gov/poster">https://www.eeoc.gov/poster</a>
	Employee Assistance Program (EAP) Notices	O.C.G.A. § 34-9-416	Georgia Department of Labor	Employers in Georgia subject to Georgia's Worker's Compensation law that are <b>not</b> self-insured. O.C.G.A. § 34-9-411(7).	- <b>Employers With An EAP:</b> If an employer has an EAP, the employer must inform the employee of the benefits and services of the EAP and provide the employee with notice of the policies and procedures regarding access to and utilization of the EAP. - <b>Employers Without An EAP:</b> If an employer does not have an EAP, the employer must maintain a resource file of providers of other employee assistance including drug and alcohol abuse programs, mental health providers, and other persons, entities, or organizations available to assist employees with personal or behavioral problems and must notify the employee in writing of the availability of this resource file. Such listing of available providers shall be reviewed and updated by the employer during the month of July of each year at which time the employer shall, when necessary, correct and revise information on all providers listed. Employers must take reasonable care to identify appropriate providers and supply accurate telephone and address information on the posted listing of providers at all times.	N/A	N/A	N/A	N/A
	Fair Labor Standards Act (the "FLSA") Notice	29 C.F.R. § 516.4	DOL	Every employer employing any employees subject to the FLSA's minimum wage provision. 29 C.F.R. § 516.4.	- The notice should explain the Fair Labor Standards Act, as prescribed by the Wage and Hour Division. - Any employer of employees to whom section 7 of the Fair Labor Standards Act does not apply because of an exemption of broad application to an establishment may alter or modify the poster with a legible notation to show that the overtime provisions do not apply. 29 C.F.R. § 516.4. - For more information, see the DOL's FLSA Minimum Wage Poster Webpage at: <a href="https://www.dol.gov/agencies/whd/posters/flsa">https://www.dol.gov/agencies/whd/posters/flsa</a> .	The notice should be placed in conspicuous places in every establishment where employees subject to the minimum wage provision are employed so as to permit these employees to readily observe the poster. 29 C.F.R. § 516.4	<b>Dimensions:</b> 11" x 17"	N/A	<a href="https://www.dol.gov/agencies/whd/posters/flsa">https://www.dol.gov/agencies/whd/posters/flsa</a>
	Family and Medical Leave Act (the "FMLA") Notice	29 C.F.R. § 825.300	DOL	Every employer covered by the FMLA. 29 C.F.R. § 825.300(a)(1).	The notice must explain the FMLA's provisions and providing information concerning the procedures for filing complaints or violations of the FMLA with the Wage and Hour Division. 29 C.F.R. § 825.300(a)(1).	- <b>Physical Posting:</b> The notice must be posted prominently in conspicuous places where it can be readily seen by employees and applicants for employment. 29 C.F.R. § 825.300(a)(1). - <b>Website Posting:</b> Electronic posting is sufficient to meet this posting requirement as long as it otherwise meets the requirements of 29 C.F.R. § 825.300.	- <b>Dimensions:</b> The poster and the text must be large enough to be easily read and contain fully legible text. 29 C.F.R. § 825.300(a)(1). - <b>Language:</b> Where an employer's workforce is comprised of a significant portion of workers who are not literate in English, the employer shall provide the general notice in a language in which the employees are literate. 29 C.F.R. § 825.300(a)(4). - <b>Accessibility:</b> Employers furnishing FMLA notices to sensory-impaired individuals must also comply with all applicable requirements under federal or state law. 29 C.F.R. § 825.300(a)(4).	- If an FMLA-covered employer has any eligible employees, it shall also provide this general notice to each employee by including the notice in employee handbooks or other written guidance to employees concerning employee benefits or leave rights, if such written materials exist, or by distributing a copy of the general notice to each new employee upon hiring. In either case, distribution may be accomplished electronically. 29 C.F.R. § 825.300(a)(3). - Covered employers must post this general notice even if no employees are eligible for FMLA leave. 29 C.F.R. § 825.300(a)(2).	<a href="https://www.dol.gov/agencies/whd/posters/fmla">https://www.dol.gov/agencies/whd/posters/fmla</a>
	Job Safety	29 C.F.R. § 1903.2 and 29 U.S.C. § 2619	DOI/OSHA	An establishment or physical location where business is conducted as defined in 29 C.F.R. § 1903.2(b). 29 U.S.C. § 2619(a).	- The content of such notices will be furnished by OSHA, informing employees of the protections and obligations provided for in the Act, and that for assistance and information, including copies of the Act and of specific safety and health standards, employees should contact the employer or the nearest office of the Department of Labor. 29 C.F.R. § 1903.2(a)(1). - The notice will be prepared or approved by the Secretary of DOL, setting forth excerpts from, or summaries of, the pertinent provisions of this subchapter and information pertaining to the filing of a charge. 29 U.S.C. § 2619(a). For more information, reference the DOL's Posters and Recordkeeping Webpage at: <a href="https://webapps.dol.gov/elaws/posters.html">https://webapps.dol.gov/elaws/posters.html</a> .	Each employer shall post and keep posted a notice or notices in each establishment in a conspicuous place or places where notices to employees are customarily posted. Each employer shall take steps to insure that such notices are not altered, defaced, or covered by other material. 29 C.F.R. § 1903.2(a)(1).	- <b>Dimensions:</b> At least 8.5" x 14" - <b>Font Size:</b> At least 10 pt. 29 C.F.R. § 1903.2(a)(3)	N/A	<a href="https://www.osha.gov/publications/poster">https://www.osha.gov/publications/poster</a>
	Lactation Room Sign	O.C.G.A. § 34-1-6	Georgia Department of Labor	Any entity that employs one or more employees (excluding the state and its political subdivisions). O.C.G.A. § 34-1-6(a).	Absent an undue hardship, employers are required to provide a private location, other than a restroom, where such employee can express breast milk in privacy at the worksite. O.C.G.A. § 34-1-6(b)(4). A facility therefore may want to consider posting a lactation room sign near such a location.	Next to the lactation room.	N/A	N/A	N/A
	Georgia Workers' Compensation Law	O.C.G.A. § 34-9-81.1	Georgia State Board of Workers' Compensation (SBWC)	Employers in Georgia. O.C.G.A. § 34-9-81.1(a)	- The sign must contain a summary of an injured worker's rights, benefits, and obligations. O.C.G.A. § 34-9-81.1(a). - The SBWC has posted a model notice on its webpage.	- The sign must be easily accessible to all employees. O.C.G.A. § 34-9-81.1(a). - An employer must post the summary of rights, benefits, and obligations in the same location as the panel of physicians required by O.C.G.A. § 34-9-201. Ga. Comp. R. & Regs. 81.1.	The SBWC has posted a model notice on its webpage.	N/A	<a href="https://sbwc.georgia.gov/">https://sbwc.georgia.gov/</a>
	Panel of Physicians or Managed Care Organization Procedures	O.C.G.A. § 34-9-201	SBWC	Employers in Georgia seeking to satisfy the requirements for furnishing medical care set forth in O.C.G.A. § 34-9-201(b).	An employer must post one (1) of the following postings, depending on whether the employer is seeking to meet the requirements for furnishing medical care set forth in O.C.G.A. § 34-9-200 by either posting a panel of physicians or managed care organization procedures: - <b>Panel of Physicians:</b> The employer shall maintain a list of at least six (6) physicians or professional associations or corporations of physicians who are reasonably accessible to the employees; provided, however, that SBWC may grant exceptions to the required size of the panel where it is demonstrated that more than four (4) physicians or groups of physicians are not reasonably accessible. This list shall be known as the "Panel of Physicians." At least one (1) of the physicians shall practice the specialty of orthopedic surgery. Not more than two (2) industrial clinics shall be included on the panel. O.C.G.A. § 34-9-201(b)(1). - <b>Managed Care Organization Procedures:</b> A self-insured employer or the workers' compensation insurer of an employer may contract with a managed care organization certified pursuant to O.C.G.A. § 34-9-208 for medical services required to be provided to injured employees. Medical services provided under this paragraph shall be known as "Managed Care Organization Procedures," and the employees who are subject to the contract shall receive medical services in the manner prescribed in the contract. O.C.G.A. § 34-9-201(b)(2).	The employer shall post the Panel of Physicians or Managed Care Organization Procedures in prominent places upon the business premises and otherwise take all reasonable measures to ensure that employees: - understand the function of the panel or managed care organization procedures and the employee's right to select a physician therefrom in case of injury, and - are given appropriate assistance in contacting panel or managed care organization members when necessary. O.C.G.A. § 34-9-201(c).	N/A	N/A	N/A

# Georgia Hospital Signage Requirements\*



Category of Signage Requirement	Title or Content Summary	Source of Signage Requirement	Entity(ies) Responsible for Enforcement	Type of Facility Affected	Content Requirements	Where to Post	Format Requirements	Additional Information	Sample (If Available)
Employment and Labor Signs	Participation in E-Verify	8 U.S.C. § 1324b	Immigrant and Employee Rights Section of the U.S. Department of Justice (IER)	Any facility that participates in the E-Verify program.	<b>The notice must:</b> - indicate that the employer participates in E-Verify; - provide an overview of how the E-Verify process works; - outline steps to take if an employer cannot confirm that an employee is authorized to work; - indicate when employers can use E-Verify; and - provide a phone number for contacting the U.S. Department of Homeland Security if an individual wants more information about E-Verify or wants to report an employer's potential violation of the employer's E-Verify responsibilities.	The notice must be posted in a prominent place that is clearly visible to prospective employees and all employees who will have their employment eligibility confirmed with E-Verify.	<b>Required Languages:</b> The notice must be displayed in English and Spanish.	N/A	<a href="https://www.e-verify.gov/sites/default/files/everify/posters/EVerifyParticipationPoster.pdf">https://www.e-verify.gov/sites/default/files/everify/posters/EVerifyParticipationPoster.pdf</a>
	Right to Work	8 U.S.C. § 1324b and 28 C.F.R. Part 44	IER	- Any facility that hires, recruits, refers, or discharges an individual from employment. - Any facility that participates in the E-Verify program.	The notice must indicate that employers cannot discriminate based on national origin or citizenship status.	The notice must be posted in a prominent place that is clearly visible to prospective employees and all employees who will have their employment eligibility confirmed.	<b>Required Languages:</b> The notice must be displayed in English and Spanish.	N/A	<a href="https://www.e-verify.gov/sites/default/files/everify/posters/IER_RightToWorkPoster%20Eng_Es.pdf">https://www.e-verify.gov/sites/default/files/everify/posters/IER_RightToWorkPoster%20Eng_Es.pdf</a>
	Uniformed Services Employment and Reemployment Rights Act (USERRA) Notice	38 U.S.C. § 4334(a)	DOL	An organization that pays salary or wages for work performed or that has control over employment opportunities. 38 U.S.C. § 4303(4)	The notice must describe the rights, benefits, and obligations of individuals and their employers under USERRA.	- The notice must be posted in a location where employers customarily post notices for employees. Appendix to 20 C.F.R. Part 1002.	N/A	N/A	<a href="https://www.dol.gov/sites/dolgov/files/VETS/USERRA/USERRA_Private.pdf">https://www.dol.gov/sites/dolgov/files/VETS/USERRA/USERRA_Private.pdf</a>
	Equal Pay for Equal Work Act	O.C.G.A. § 34-5-7	Georgia Department of Labor	Any person employing ten (10) or more employees and acting directly or indirectly in the interest of an employer in relation to an employee. O.C.G.A. § 34-5-2(4).	Covered employers must post an abstract or copy of Georgia's sex discrimination in employment law. O.C.G.A. § 34-5-7.	Notice must be placed in a conspicuous place in or about the premises where any employee is employed. O.C.G.A. § 34-5-7.	N/A	N/A	<a href="https://dol.georgia.gov/sites/dol.georgia.gov/files/related_files/document/emp04107.pdf">https://dol.georgia.gov/sites/dol.georgia.gov/files/related_files/document/emp04107.pdf</a>
	Unemployment Insurance for Employees, Employer Vacation, and Equal Pay for Equal Work	Ga Comp. R. & Regs. R. 300-2-7-.15	Georgia Department of Labor	An employer who is liable for unemployment insurance taxes under the Employment Security Law. Ga Comp. R. & Regs. R. 300-2-7-.15(2).	All printed statements, posters, etc., released and required by the Commissioner of Labor or the Georgia Department of Labor pertaining to the rights of employees under the Employment Security Law. A packet of required posters may be obtained by contacting the nearest local office of the Georgia Department of Labor. Ga Comp. R. & Regs. R. 300-2-7-.15(1).	The required notices and posters must be posted and maintained in places readily accessible to their employees. Ga Comp. R. & Regs. R. 300-2-7-.15(1).	A packet of required posters may be obtained by contacting the nearest local office of the Georgia Department of Labor. Ga Comp. R. & Regs. R. 300-2-7-.15(1).	An employer who is not liable for unemployment insurance taxes under the Employment Security Law or who ceased to be liable for unemployment insurance taxes is not permitted to display such notices and must remove them if on display. Ga Comp. R. & Regs. R. 300-2-7-.15(2).	<a href="https://dol.georgia.gov/laws-and-rules/dola-required-workplace-posters">https://dol.georgia.gov/laws-and-rules/dola-required-workplace-posters</a>

\*This document is meant for informational purposes only and is not intended as legal advice. The signage requirements summarized in this document are directed toward hospitals generally. Additional signs may be required based on a facility's location, size, receipt of certain funds, etc. A facility should consult with legal counsel about signs that may be required for it specifically.